

## HUBUNGAN PERSEPSI DUKUNGAN *SUPERVISOR* DENGAN INTENSI *TURNOVER* PADA KARYAWAN GENERASI MILENIAL

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### ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan antara persepsi dukungan *supervisor* dengan intensi *turnover* pada karyawan generasi milenial yang bekerja sebagai karyawan bank. Hipotesis penelitian ini yaitu terdapat hubungan negatif antara persepsi dukungan *supervisor* dengan intensi *turnover* pada karyawan generasi milenial. Responden dalam penelitian ini adalah karyawan bank laki-laki dan perempuan yang lahir pada tahun 1982-2000 sebanyak 78 responden. Metode pengumpulan data dilakukan menggunakan kuesioner online yang terdiri dari skala persepsi dukungan *supervisor* (14 item,  $\alpha=0,9$ ) dan skala intensi *turnover* (5 item,  $\alpha=0,8$ ). Data penelitian dianalisis menggunakan statistik non-parametrik spearman's rho karena data tidak terdistribusi normal. Hasil uji korelasi menunjukkan bahwa tidak terdapat hubungan antara persepsi dukungan *supervisor* dan intensi *turnover* ( $r=-0,171$ ;  $p=0,067$ ). Hal ini menunjukkan bahwa hipotesis ditolak.

**Kata kunci:** Generasi Milenial, Intensi *Turnover*, Persepsi Dukungan *Supervisor*

**THE RELATIONSHIP BETWEEN PERCEIVED SUPERVISOR SUPPORT  
AND TURNOVER INTENTION  
IN MILLENNIAL GENERATION EMPLOYEES**

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**ABSTRACT**

*This study aimed to determine the relationship between perceived supervisor support with turnover intention of millennial generation employees. The proposed research hypothesis is that there is a negative and significant relationship between perceived supervisor support and turnover intention of millennial generation employees. The subjects in this study were male and female bank employees born in 1982-2000. 78 bank employees were used as respondent within this study the data collection method was conducted using a questionnaire consisting of a perceived supervisor support (14 items,  $\alpha=0,9$ ) and a turnover intention (5 items,  $\alpha=0,8$ ). The research data was analysed using spearman's rho non-parametric statistical methods because the data was not normally distributed. There was no relationship between perceived supervisor support and turnover intention ( $r=-0,171$ ;  $p=0,067$ ). This shows that the hypothesis is rejected.*

**Keywords:** *Perceived Supervisor Support, Turnover Intention, Millennial Generation*

